तातडीचे

राज्य शासनातील वर्ग-१ व वर्ग-२ मधील पदांच्या सेवाभरतीसाठी सैन्य दलातील अधिकाऱ्यांना तसेच सैनिकांना द्यावयाच्या सवलती.

महाराष्ट्र शासन
सामान्य प्रशासन विभाग,
परिपत्रक क्रमांक: आरटीई-१०८५/१२२७/सीआर-४६/१६-अ,
मंत्रालय, मुंबई-४०० ०३२, दिनांक १ एप्रिल, १९८६.

वाचा :- [१] शासन परिपत्रक, सामान्य प्रशासन विभाग, क्रमांक: आरपीई-आरटीई-१०८०/०/१८१/१६-अ, दिनांक १० ऑक्टोबर, १९८०.

[२] शासन परिपत्रक, सामान्य प्रशासन विभाग, क्रमांक आरटीई-१०७९/०/४८२/१६-अ, दिनांक १६ एप्रिल १९८१.

परिपत्रक :- सैन्य दलातील अधिकाऱ्यांना तसेच सैनिकांना त्यांच्या सैन्य दलातील सेवा निवृत्तीनंतर नोकऱ्या उपलब्ध करून देण्याच्या दृष्टीने ठोस उपाययोजना करणे जरुरीचे आहे. या संबंधात केंद्र शासनाने वेळोवेळी सूचना दिलेल्या आहेत व त्या अनुषंगाने वर्ग ३ व वर्ग ४ मधील पदांवर सेवाभरतीसाठी उपाययोजना करण्याबद्दल, शासन परिपत्रक, सामान्य प्रशासन विभाग, क्रमांक आरपीई-आरटीई-१०८०/०/१८१/१६-अ, दिनांक १० ऑक्टोबर १९८० व क्रमांक आरटीई-१००९/०/४८२/१६-अ, दिनांक १६ एप्रिल, १९८१ अन्वये शासनाने सर्व मंत्रालयीन विभागांना व नियुक्ती अधिकाऱ्यांना पूर्वीच सूचना दिलेल्या आहेत.

२. केंद्र शासनाने त्यांच्या पत्र क्र. अबी-१४०१७/१३/८५/इएसटीटी[आरआर], दिनांक ८ ऑगस्ट १९८५ [प्रत सोबत जोडली आहे] अन्वये अशी सूचना केली आहे की, वर्ग-१ व वर्ग-२ मधील जी पदे एकाहून अधिक सेवातील अधिकाऱ्यांच्या बदलीने किंवा प्रतिनियुक्तीने भरली जातात अशा पदांच्या सेवाप्रवेश नियमामध्ये अशी तरतूद असावी की, सैन्य दलातील जे अधिकारी एक वर्षाच्या कालावधीत सेवानिवृत्त होणार आहेत किंवा राखीव दलाकडे बदली होणार आहेत व ज्यांच्याकडे आवश्यक अनुभव व अर्हता आहे, अशांचा सदर राज्य शासकीय सेवातील पदांवर नेमणुकासाठी विचार व्हावा अशा व्यक्तींना ते सैन्य दलातून मोकळे[रिलीज] होण्याच्या तारखेपर्यंत प्रतिनियुक्तीच्या शर्ती लागू कराव्यात व त्यानंतर बदलीद्वारे किंवा अल्प मुदतीच्या करारावर राज्य शासनाच्या सेवेत सामावून घ्यावे.

३. केंद्र शासनाच्या सूचनेप्रमाणे शासन आता असे आदेश देत आहे की, वर्ग-१ व वर्ग-२ मधील सेवांमधील जी पदे एकाहून अधिक सेवांतील अधिकाऱ्यांच्या बदलीने किंवा प्रतिनियुक्तीने भरली जातात अशा प्रकारच्या पदांवर सैन्य दलातील अधिकाऱ्यांची नियुक्त करणे शक्य व्हावे या दृष्टीने सर्व मंत्रालयीन विभागांनी वर्ग-१ व वर्ग-२ च्या पदांसंबंधात सेवाप्रवेश नियमांचा आढावा घ्यावा व कोणकोणत्या पदांवर अशी नियुक्ती करणे शक्य होईल त्या पदांची यादी तयार करून सामान्य प्रशासन विभागाकडे पाठवावी. तसेच ज्या वर्ग-१ व वर्ग-२ मधील पदांवर सैन्य दलातील अधिकाऱ्यांच्या बदलीने किंवा प्रतिनियुक्तीने नियुक्ती करता येऊ शकेल अशा पदांचे विहित सेवाप्रवेश नियमामध्ये सुधारणा करण्याच्या दृष्टीने त्यांनी त्वरित कार्यवाही करावी. अशाप्रकारे वर्ग-१ व वर्ग-२ मधील पदांवर सेवामुक्त अधिकाऱ्यांच्या नेमणूका करण्यासंबंधी प्रचलित सेवाप्रवेश

नियमात बदल करण्यास महाराष्ट्र लोकसेवा आयोगाने यापूर्वीच सहमती दर्शविली आहे.

४. केंद्र शासनाने माजी सैनिकांच्या प्रश्नाचा सहानुभूतिपूर्वक विचार करण्यासाठी नियुक्त केलेल्या उच्चाधिकार समितीने असे सुचित केले आहे की, सैन्य दलातील तांत्रिक व अतांत्रिक दुय्यम अधिकारी/कर्मचारी मोठ्या प्रमाणात उपलब्ध असून त्यांचाही विविध विभागांनी नियुक्तीसाठी विचार करावा आणि वर परिच्छेद ३ मध्ये म्हटल्याप्रमाणे वर्ग-३ व वर्ग-४ च्या पदांच्या प्रचलित सेवाप्रवेश नियमात आवश्यक असे बदल करण्याची कार्यवाही करावी म्हणजे माजी सैनिकांना नियुक्ती देणे शक्य होईल. नियुक्ती अधिकाऱ्यांनी जिल्हा सैनिक बोर्ड / राज्य सैनिक बोर्ड, पुणे यांच्याशी माजी सैनिकांच्या याचाबाबत संपर्क साधावा.

५. वरील आदेशानुसार केलेल्या कार्यवाहीचा अहवाल दर ३ महिन्यांनी मंत्रालयीन विभागांनी सामान्य प्रशासन विभागाकडे न चुकता पाठवावा, अशी त्यांना विनंती आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

ना. ऊ. मोरे,
उप सचिव, महाराष्ट्र शासन.

प्रति,

वित्त विभाग,
इतर सर्व मंत्रालयीन विभाग,
मंत्रालयीन विभागाच्या प्रशासकीय नियंत्रणाखालील सर्व विभाग प्रमुख व कार्यालय प्रमुख,
सचिव, महाराष्ट्र लोकसेवा आयोग, मुंबई[पत्राने],
सामान्य प्रशासन विभाग / कार्यासन क्रमांक: २८.

एप-१२(४०००-४-८८)-१३.

No.AB-14017/13/85-Estt.(RR)
Government of India/Bharat Sarkar,
Ministry of Personnel And Training, Administrative
Reforms and Public Grievances and Pension
(Department of Personnel and Training/Karmik Aur
Prashikshan Vibhag)

New Delhi, the 8th August, 1985.

To

The Chief Secretaries of all
State Governments(By Name).

Subject:- Amendment of recruitment rules for lateral induction of the Armed Forces Personnel in civilian posts-reiteration of instructions thereon --

Sir,

I am directed to say that according to the instructions issued by this Department all the Ministries/Departments of the Central Government are required to identify the posts in which military experience, either in general or in a specific field or posts, would be of distinct advantage, and to provide that experience as an essential or a desirable qualification for such posts. It has also been laid that in respect of Group A and B posts required to be filled by transfer on deputation of Government Servants, a provision should be made in the recruitment rules whereby the Armed Forces personnel due to retire or to be transferred to Reserve within a period of one year and having requisite experience and qualifications, can also be considered for appointment to these posts. It has been envisaged that such persons are to be given deputation terms upto the date on which they are due for release from the Armed Forces; thereafter they may be absorbed either on transfer or on short-term contract. A copy each of this Department's Office Memorandum, dated 10th May, 1979 and 31st May, 1985 is enclosed for information.

2. A High Level Committee, headed by the Minister of State in the Ministry of Defence, which recently went into the problems of Ex-Servicemen has recommended the expeditious implementation of the above instructions.

3. As the resettlement of Ex-Servicemen is a national task and the proposed steps in respect of posts under the Central Government alone would not be adequate to achieve the said objective, the State Governments are also requested to similarly identify the posts under their control in which military experience would be of distinct advantage and incorporate necessary provisions in the relevant recruitment rules so that the Armed Forces personnel of all ranks of the requisite qualification and experience may be absorbed in suitable jobs.

4. It will be appreciated if earnest consideration is given to the above recommendation and the result of the action taken is intimated to this Department.

Yours faithfully,

(Sd.)K.S.R. KRISHNA RAO,
DEPUTY SECRETARY TO THE GOVERNMENT OF INDIA.
TELEPHONE NO. : 3011225

Copy to :-

(i) All Ministries / Departments of Government of India.

(ii) All Union Territories Administration.

in continuation of the Office Memorandum, referred to above for expediting action.

(Sd.) K.S.R. KRISHNA RAO,
DEPUTY SECRETARY TO THE GOVERNMENT OF INDIA.

No.39016/7/78-Estt(C)
Government of India
Ministry of Home Affairs
Department of Personnel & A.R.

New Delhi the 10th May, 1979
19th

OFFICE MEMORANDUM

Subject:- Resettlement of ex-Servicemen in civil services/posts decision on the recommendations of the working Group on.

The undersigned is directed to say that the question of resettlement of ex-servicemen in civil services/posts has been under consideration of Government for quite sometime. In view of the large number of unemployed ex-servicemen borne on the live registers of Employment Exchanges and also their anticipated release in considerable numbers in the coming years, Government constituted a working Group of Officers on Resettlement of Ex-Servicemen, comprising the representatives of the Department of Personnel And A.R., Director General of Resettlement(Ministry of Defence), Director General of Employment and Training, (Ministry of Labour and Employment) and the Bureau of Public Enterprises (Ministry of Finance) to make an in-depth study of the causes of short fall in ex-servicemen employment and to suggest remedial measures. The Working Group submitted its report in which a number of recommendations were made for accelerating the absorption of ex-servicemen in civil services/posts. These recommendations were examined by an Empowered Committee. After careful consideration of the Empowered Committee's recommendations Government has taken the following decisions :-

I. Reservation of vacancies for ex-servicemen.

(i) It is reaffirmed that the reservation for ex-servicemen at the rate of 10% in Group C posts/services and 20% in Group D posts/services remain at the existing level. As the reservations for ex-servicemen are residuary in character, its quantum cannot be increased by raising the existing percentage.

(ii) With their military background, ex-servicemen may be more suitable for absorption in para-military forces. As such 10% of the posts of Assistant Commandants in para-military forces should be reserved for ex-servicemen.

(iii) Voluntary organisations receiving grants-in-aid from the Central or a State Government may be required to reserve at least 10% of vacancies in the Lower and Middle level posts (Comparable to Groups'C' and 'D' posts under the Central Government) for employment of ex-servicemen. A condition to this effect may be included in the terms and conditions under which such voluntary organisations/agencies are given grants-in-aid by the Government., concerned.

(iv) For the purpose of reservation of vacancies in Groups C and D posts/service the various posts are grouped. Where certain posts/cadres have been grouped for the purpose of implementing reservations for Scheduled Castes and Scheduled Tribes in vacancies filled by direct recruitment, the same grouping may be adopted for providing reservations for ex-servicemen as per the combined roster maintained for the purpose.

II. Release of unfilled reserved vacancies :-

(i) Appointing authority should not release a vacancy reserved for ex-servicemen in a post to be filled otherwise than on the results of an open competitive examination, to any general candidate until and unless he has obtained a "Non-availability Certificate" from the Employment Exchange(where a requisition is placed on an employment exchange) and has also verified the non-availability of a suitable candidate by reference to the Director General, resettlement and had recorded a certificate to that effect.

(ii) Individual cases of release of vacancies reserved for ex-servicemen should be referred by the various appointing authorities, lower than the Central Govt. to the Ministries concerned and such posts can be filled by general candidates only with their approval. Similar directions may be issued by the Bureau of Public Enterprises to the Public Sector Undertakings on the lines of those issued in regard to Scheduled Castes/ Scheduled Tribes.

III. Age Relaxation :

The benefit of relaxation of upper age-limit by the length of military service plus three years, at present available for appointment only to reserved vacancies in Groups C and D posts should be extended for appointment also against unreserved vacancies in these groups.

IV. Relaxation of Educational Qualifications :-

(i) For appointment to reserved vacancies for the posts of Peon, Jamadar, Daftary and Record Sorter, the ex-servicemen candidates who have rendered from 3 years qualifying service should be exempted from satisfying the minimum educational qualification of having passed the Middle School Examination or a Lower Examination as may be prescribed for appointment to a reserved vacancy in any other Group D post under the Government of India.

(ii) The appointment authority may at its discretion relax the requirement of satisfying the minimum educational qualification for appointment of an ex-serviceman as candidate to a reserved vacancy in Group C post where the minimum educational qualification prescribed is a pass in the Middle School or a lower examination provided that the ex-servicemen candidate has put in at least 3 years qualifying service and is otherwise considered fit to hold the post and perform the duties attached thereto.

(iii) For the purpose of computing the three years qualifying service for entitlement to avail of exemption from, or relaxation, satisfying the prescribed minimum educational qualification for appointment to reserved vacancies in Group C and D posts service, if any, rendered by an ex-serviceman in a corresponding group of posts in a Civil Department or a public sector undertaking or an autonomous organisation, whether under the Central or State Government or in a nationalised bank, may be added to the period of service rendered in the armed forces of the Union.

(iv) The Kendriya Sainik Board had recommended the recognition of certain military courses as being equivalent to B.A./M.A. qualification and the equation of military experience with acquisition of formal education subject to certain conditions. The Ministry of Defence should formulate these proposals and submit them to Ministry of Education for being placed before the special Committee headed by the Chairman, UPSC, for consideration.

Where for appointment to a post by direct recruitment the possession of a simple degree of BA is prescribed as the minimum educational qualification, such qualification may not be insisted upon and may be relaxed in respect of these commissioned Officers, who passed out of the IDA/IMA before the decision was taken by Jawahar Lal Nehru University to recognise their qualification as equivalent to university degree. This is further subject to the condition that the candidate was holding a regular commissioned rank in the armed forces for a minimum period of 5 years, his record of military service was satisfactory and he is otherwise considered suitable for appointment to the post by the selection board.

Where for appointment to a Group 'C' post, partly filled by direct recruitment and partly by promotion or transfer, the minimum educational/technical qualification prescribed for appointment by direct recruitment is/are higher than the one(s) prescribed for promotees/transferees, an ex-Serviceman may, for appointment to a reserved vacancy therein be deemed to satisfy the prescribed educational/technical qualification if he (i) satisfies the educational/technical qualifications prescribed for direct recruitment to the post from which promotion/transfer to the post in question is allowed, and (ii) has identical experience of work in a similar discipline and for the same number of years in the armed forces, as prescribed for promotees/transferees.

V. The Department of Personnel and A.R. would continue to deal with the formulation of broad policy and procedures (and the monitoring of information) in regard to resettlement of ex-servicemen to the extent such information helps in considering the need for modification or strengthening of policy decisions.

VI. (i) The Director General (Resettlement) shall continue to take care of the resettlement of ex-servicemen in Government, non-Government sectors of employment, including the self-employment schemes and shall also

function as a clearing house for the statistics and data pertaining to the resettlement of ex-servicemen. His office will also organise sponsoring and actual placement of individual ex-serviceman against vacancies in the various Government Offices/Organisations. The responcibilities to organise the various training programmes to improve the employability of ex-servicemen both in public and private sectors of employment would continue to devolve on his office.

(ii) In order to speed up the absorption of ex-servicemen in civil services/posts, the Director General, Resettlement should intimate the names and bio-data of the retiring Officers six months in advance of the date of their release to the UPSC or the State Public Service Commission or the Commissions/bodies concerned with the recruitment to public sector undertakings and the nationalised banks, depending upon the officers choice for nomination against suitable posts. The Commission/body concerned may for this purpose call them for interview for the post for which they appear to them to be suitable whether on scrutiny of their bio-data available to them or on receipt of a specific request from an officer for being considered for any particular post. It has also been decided that major employing Ministries should send their staff requirements separately in advance to DGR so that prospective planning in making available ex-servicemen possessing requisite qualification can be ensured.

(iii) The DGR should maintain liaison with the Bureau of Public Enterprises for identifying posts in public undertakings, which may, with advantage, be manned by ex-servicemen according to their qualifications and experience. The public sector undertakings should give preference to ex-servicemen for appointment to higher posts in their Security Department.

VII. <u>In-service training of ex-servicemen before their absorption against civil posts/service</u>.

(i) Servicemen while still in service or after their release from the armed forces should be given suitable training in appropriate trades. This would facilitate their resettlement in alternative civilian jobs. An inter-ministerial Committee comprising of the representatives of the Ministries of Defence, Education, Labour and Employment and Department of Personnel and Administration, Reforms may be constituted by the Ministry of Defence to work out a detailed scheme in this regard.

(ii) The Ministry of Defence would also organise as and when required, special re-orientation

courses to prepare the personnel due for release from the armed forces to enter civilian life smoothly.

VIII. Liaison Officers :-

An officer of the level of Deputy Secretary preferably incharge of Administration should be designated as Liaison Officer in each Ministry/Department and should be charged with the following responsibilities :-

(a) He would act as a channel of communication between his Ministry/Department and the Department of Personnel & A.R., Ministry of Defence for clearance for all information and reference in regard to the matters covered by the reservation orders.

(b) He would ensure due compliance by the appointing authorities in the Ministries/Departments and their subordinate organisations with the orders and instructions pertaining to reservation of vacancies in favour of ex-servicemen and extension of other benefits admissible to them.

(c) He would watch the receipt from each subordinate organisation of the periodical return prescribed in respect of placement of ex-servicemen and would further ensure its timely submission to the Department of Personnel and A.R., after due scrutiny and consolidation of figures received from subordinate organisations.

(d) He would ensure that before any general candidate is appointed to a vacancy reserved for ex-servicemen, a "Non-availability Certificate" is obtained from the Employment Exchange and the office of the Director General(Resettlement).

(e) He would conduct annually an inspection of registers maintained in the Ministry/Department and the offices thereunder, with a view to ensuring proper implementation of the reservation orders. He would submit the report of his inspection to the Secretary/Additional Secretary, concerned.

(f) He would ensure that the individual cases of de-reservation of vacancies reserved for ex-servicemen are referred by the various subordinate appointing authorities to the Ministry concerned and such posts are filled by general candidates only with the approval of the Ministry concerned.

A copy of the order indicating the name and designation of the official who has been appointed as Liaison Officer may be forwarded to the Department of Personnel & A.R., Ministry of Defence and Director General(Resettlement).

(i) All the Ministries/Departments should examine and identify the posts in which military experience either in general or in a specific field or posts would be of distinct advantage, and to provide for such experience as an essential or

a desirable qualification and also to consider whether in view of the relevance of the experience possessed, lower educational qualification could not be prescribed for ex-servicemen candidates. The Department of Personnel & A.R. should while approving the recruitment rules for the various posts referred to them, specifically insist on the examination of the provisions regarding modes of recruitment, educational qualifications and experience from these angles also. The Bureau of Public Enterprises should ensure that the public enterprises under their administrative control also adopt and implement this decision. The State Governments should also be requested to adopt this procedure for State Government appointments as well as appointments in State Public Enterprises.

(ii) In respect of Groups A and B posts required to be filled by transfer or deputation of Government servants belonging to more than one service, in the various Ministries/ Departments of the Government of India including the civilian posts under the Ministry of Defence, a provision should be made in the recruitment rules whereby the armed forces personnel due to retire or to be transferred to reserve, within a period of one year and having requisite experience and qualifications can also be considered for appointment to such posts. Such persons should be given deputation terms upto the date on which they are due for release from the armed forces; thereafter they may be absorbed either on transfer or on short-term contract.

(iii) The position regarding employment of ex-servicemen against the vacancies reserved for them and as against unreserved vacancies may be specifically mentioned in its annual report by each Ministry/Department. The Public Sector Undertakings may also be advised to make specific mention in this regard in their annual reports.

(iv) Various Ministries and Departments should submit quarterly returns to the Department of Personnel & A.R. about the release of unfilled reserved vacancies in respect of ex-servicemen.

(v) With a view to evaluating at a high level the efficiency of the measures for the resettlement of ex-servicemen, a small committee consisting of Secretary(P), Secretary(Defence), Secretary(Labour and Employment) and Director General(Resettlement) shall be constituted. This Committee will oversee the policy as well as implementational aspects of the resettlement of the ex-servicemen. This Committee may co-opt or invite others to attend the meetings, whenever necessary.

2. Ministry of Finance etc. are requested to note these decisions for information and compliance. Requisite amendments to the relevant rules necessitated by the issue of these instructions will be carried out separately.

3. In so far as the persons serving in the Indian Audit and Accounts Department are concerned, these orders have been issued in consultation with the Comptroller and Auditor General of India.

4. Hindi version will follow.

Sd/-. (R.C. Gupta),
Deputy Secretary to the Government of India.

To

All Ministries & Departments of the Government of India with usual number of spare copies, etc. etc.

H-13(4000-4-86)-5a.

No. AB-14017/13/85-Estt(RR)
Government of India
Ministry of Personnel and Training, A.R.
And P.G. & Pension
(Department of Personnel and Training).

New Delhi, the 31 May, 1985.

OFFICE MEMORANDUM

Subject:- Amendment of recruitment rules for lateral inductions of the Armed Forces Personnel in civilian posts - reiteration of instructions thereon.-

The undersigned is directed to invite attention to this Department's Office Memorandum No.39016/7/78-Estt.(C)., dated 10/19th May, 1979, wherein it was suggested that all the Ministries/Departments should examine and identify the posts in which military experience either in general or in a specific field or posts would be of distinct advantage, and to provide such experience as an essential or a desirable qualification. It was also recommended that in respect of Group A & B Posts required to be filled by transfer on deputation of Government servants belonging to more than one service, a provision should be made in the recruitment rules whereby the armed forces personnel due to retire or to be transferred to reserve, within a period of one year and having requisite experience and qualifications can also be considered for appointment to such posts. It was envisaged that such persons are to be given deputation terms upto the date on which they are due for release from the armed forces; thereafter they may be absorbed either on transfer or on short-term contract.

2. Recently, the High Level Committee which went into the problems of Ex-Servicemen has expressed the view in its report submitted to the Government that the orders issued in 1979 for identification of suitable Group 'A' & 'B' posts have still not been complied with fully, though some Ministries have identified some of the posts. The Committee has observed :

"Regarding Group 'A' & 'B' posts, it is strongly recommended that qualified and suitable officers, junior ranks should be laterally inducted in these posts during the last year of their service. The order of the Ministry of Home Affairs issued in 1979 for identification of suitable Group 'A' & 'B' posts have still not been complied with fully, though some Ministries have indicated some of these posts at the liaison officers meeting held on 20th June,1984. This task should be completed by all Ministries/Public Sector Undertakings expeditiously. Similarly, junior ranks of the three Services, should be absorbed in various suitable jobs by lateral induction one year before they are due to retire from the service........."

3. All the Ministries/Departments are requested to identify Group 'A' & 'B' and other posts existing in the Ministries as

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ll as in their Attached and Subordinate Offices considered
itable for lateral induction of the Armed Forces personnel.
ere it is found that for certain Group 'A' and 'B' posts,
itable Armed Forces Personnel can also be considered,
oposals for making necessary amendments in the existing
cruitment Rules may please be sent for the approval of this
partment and the Union Public Service Commission. In the
se of Group 'C' and 'D' posts, necessary action may be taken
the Ministries themselves under the authority delegated vide
is Department Office Memorandum No. CD-14017/10/85-Estt.(RR),
ted 21st March, 1985.

Sd/- (A. JAYARAMAN),
DIRECTOR.

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All Ministries and Departments of the Government of India
with usual number of spare copies, etc. etc.

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